

# King County Fire Protection District No. 27

## Minutes

A special meeting of the Board of Commissioners of King County Fire Protection District No. 27 was held on July 29, 2019 at the Fire Station located at 4301-334th PL SE in Fall City, Washington.

Chairman Meredith called the meeting to order at 7:00 p.m.

### **Present:**

Chairman Daniel Meredith  
Commissioner Lilly Hansen - via phone  
Commissioner Eric Hollis  
Chief Chris Connor  
Secretary Melinda Wall

### **In Attendance:**

see attached list

### **BUSINESS FROM THE FLOOR:**

#### **Public Comment Period:**

Dave Hart commented that he was glad to see the schedule modification; he cautioned about using overtime for the long term and encouraged the Board to hire the 12<sup>th</sup> firefighter. He commented about capital equipment needs and suggested delaying the aid car purchase in order to procure needed items such as the SCBA equipment and bunker gear.

George Robertson stated that a letter from the citizens of "Save Fall City Fire" was sent to EFR in response to their Board Briefing; "Mutual Aid with Snoqualmie and Fall City" document. The response letter and EFR document were provided to the Board.

Noel Eby commented about apparatus replacement and other retrofitting options that other agencies have been using for cost saving measures. He requested that the Board take this into consideration.

Nora Hightower commented about the budget committee proposal that she had submitted at the July 8<sup>th</sup> meeting and asked if it would be included in the discussions tonight.

Carrie Lee Gagnon commented on the ballot measure campaign; the uncertainty regarding the information that was presented and its effect on the election. She commented about those trying to preserve the past instead of meeting the challenges of today. She commented on neighboring agencies paying less for better service, lack of incentives for our firefighters, and relying on other department's willingness to respond, requesting to re-evaluate information and putting the merger back on the ballot.

### **UNFINISHED BUSINESS:**

Chairman Meredith recommended moving the agenda item 'Hiring Additional Career Firefighter' under New Business, to be discussed with the Collective Bargaining Letter of Agreement. Commissioners' Hansen and Hollis concurred.

### **Financial Projections**

Chief Connor reported on the following expenditure items that he recommended to be added to the 2019 budget:

- 6-19 Day FLSA Work cycle; the LOA addresses changing the 12-hour shift firefighters to the new work cycle. Additional overtime cost of \$50,000 to support three-person career staffing.
  - **Discussion**  
Chief Connor discussed the LOA and the proposal of moving the 12-hour shift employees to a 6-19 schedule and that it should be effective in providing more coverage and efficiencies. The additional request of overtime funds will be used to fill the remaining gaps in our coverage. Commissioner Hollis discussed the current overtime expense and stated that the request is an additional \$50,000. He felt that the end result will be the same with or without the LOA. Further discussion ensued on the District's staffing coverage in 2018, current, and what would be expected with the proposed LOA.
- Trailer Modification - \$3,000; (this item already set to come out of the budget).
- PPE Ensemble – Bunker Gear - \$49,500; this would provide 15 sets including hoods, gloves, boots and helmets.
  - **Discussion**  
Chief Connor reported that the quote was a little over \$3,000 per person. Commissioner Hollis

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asked what the cost was without the boots and helmets. A savings of \$6,000 - \$7,000 was estimated. Chief Connor discussed the life of the PPE and what the state law requires. He also discussed the NFPA recommendations.

- Power Load – Aid Car 7904 - \$26,000.
  - **Discussion**  
Chief Connor discussed the delay of the aid car purchase and recommended the purchase of the power load for the current front-line aid car.
- Equipment Replacement – TRT Hardware, Nozzles, Hose, Saws - \$19,500

Chief Connor also reported on the following expenditure items that would need to be considered for the 2020 and 2021 budget cycles:

- Collective Bargaining Agreement
- New Employee - \$101,285
- MDC's 2 units - \$20,000
- SCBA Purchase - \$185,000
- Aid Car Purchase - \$225,000
- Heavy Rescue Tools - \$38,000
- Body Armor - \$6,850
- Norcom – Increased cost in 2021, 2023
- Vehicle Replacement Fund
- Equipment Replacement Fund
- Facilities Replacement Fund
- New Employees – Training, Deputy Chief

Chairman Meredith noted that the SKCFTC Training should probably be on the list. Chief Connor agreed and also indicated that there would be some labor implications to consider. He reported that the \$50,000 is in the projections, though that amount will most likely need to be increased. He further discussed the training proposal, the block training and the related backfilling costs. After discussion, the Board agreed that some further evaluation and discussion would be needed.

Chief Connor reviewed the updated Financial Projections with the Board. The apparatus reserve transfer was lowered to \$80,000 in 2020. Chief Connor had also recommended delaying the aid car purchase and it was moved out to 2021. The salaries and benefits included the 12<sup>th</sup> firefighter beginning in 2020 and overtime was increased up to 5% of salaries and benefits.

The projected revenues were reviewed; the projections indicated a higher M&O levy at \$650K beginning in 2021, which was an estimate and a placeholder. Chairman Meredith stated that this is not anything that has been approved it's a starting point on what might be needed. Chief Connor also discussed that it could be a combination of a regular levy lid lift and or the M&O levy that the Board could request in 2020. He further stated that at one point the District's levies were at about \$1.93, and our projections show us at \$1.57, though the assessed values were also lower. Chairman Meredith stated that the levy rate doesn't tell you everything because both the AV and rate changes.

After further review of the projections, in the out years, the cash balance was illustrating a negative balance. Chairman Meredith noted that effectively the apparatus reserves would no longer be available and those funds would be needed to cover the shortfall. Discussion ensued on how the District would procure future apparatus purchases. Commissioner Hollis discussed the overtime expense and asked if it would be reduced once the 12<sup>th</sup> firefighter is hired. Chief Connor replied that the 5% was pretty realistic based on our expected coverage model.

Discussion ensued regarding possible loss of employees to EFR, if the lateral positions become available for the union employees. Chief Connor stated that it's a bit too early to draw any conclusions, there is no action that was created by the briefing document. The EFR Board decided that their committee will evaluate further.

The discussion focused back on the PPE purchase and if the helmets and boots were necessary. Chief Connor explained why it was important to include the helmets and boots.

### **Performance Evaluations: Fire Chief, Administrative Assistant**

This item to be discussed in Executive Session; no action to be taken.

### **NEW BUSINESS:**

#### **Workplace Investigation**

Chief Connor stated that the independent investigator has completed the investigation and her report has been provided to the Board. "In conversation with our Attorney the next steps are for me to meet with the individuals and take the appropriate action".



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### **Collective Bargaining Agreement**

Chief Connor reported that the Collective Bargaining Agreement (CBA) expires at the end of the year and there have been some discussions in our executive sessions as to the direction the Board would like to take. He stated that in the past the Fire Chief, a Commissioner, and Cabot Dow have worked together during the negotiations. He recommended starting the negotiations with the internal team and seeing if an agreement could be reached. If we're not able to come to an agreement then he would engage the Labor Consultant to assist us. The Board concurred with this approach. Chief Connor requested that the Board also appoint the Commissioner to the team.

Chairman Meredith made a Motion to assign Commissioner Hollis to the team as well as Chief Connor and employ Cabot Dow and Associates only if necessary, further in the process. Commissioner Hollis provided a second. Motion Carried.

### **CBA Letter of Agreement – 6-19 Day FLSA Work Schedule**

Chief Connor stated that the agreement will help increase our staffing and there are provisions to allow us to convert to another schedule if we don't have our entire staff available.

Chairman Meredith made a Motion to approve the Letter of Agreement which will be signed by the Commissioners and the Chief, on the 6-shift in a 19 day FLSA schedule as proposed. Commissioner Hollis provided a second. Motion Carried.

### **Budget Amendment – Overtime, Capital Equipment, Protective Clothing / Equipment**

Chairman Meredith stated that based on our prior discussions the Board is interested in two of these, the overtime and the protective clothing.

Commissioner Hollis made a Motion to amend the Overtime and Protective Clothing line items in the 2019 budget as discussed. Commissioner Hansen provided a second. Motion Carried.

Chief Connor stated that the Overtime would increase by \$50,000 up to \$100,000, and the Protective Clothing would increase by \$49,500 up to \$64,500. Chairman Meredith stated that we can look at the other items at an upcoming meeting.

### **Hiring Additional Career Firefighter**

Commissioner Hollis stated that he was interested in hiring the next firefighter. He stated if the Board decided tonight it will take three to six months, if we approved it in December it could be July of next year before that person is online. Discussion on the current hiring list ensued. Chairman Meredith stated that it is included in the 2020 budget; he discussed his concerns about future budget deficits and having a better understanding of how we will bridge those deficits. He also stated that that the Board has taken the interim step of having more coverage by signing the LOA tonight.

Commissioner Hansen asked about the overtime amount in the projections. A brief discussion ensued regarding those amounts.

### **EXECUTIVE SESSION:**

The Board convened into a 15 minute Executive Session with Chief Connor at 9:10 p.m. in accordance with RCW 42.30.110(g); to review the performance of a public employee and RCW 42.30.140(4)(b); to discuss the strategy to be taken during the course of collective bargaining. At 9:25 p.m. the Board convened back into the special meeting.

### **OTHER:**


#### **Adjournment:**


With no further business to discuss the meeting was adjourned by Chairman Meredith at 9:25 p.m.

Attest:

Melinda Wall  
District Secretary

Melinda Wall

  
Chairman

  
Commissioner

  
Commissioner

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**Board of Commissioners' Meeting**

Attendee List – July 29, 2019

FF Marcus Noble  
FF Joshua Yancey  
FF Dane Brookshear  
Robert Angrisano  
Noel Eby  
Terri Divers  
Dave Hart  
Nora Hightower  
Nancy Moore  
John Reeves  
Rick Reynolds  
George Robertson  
Carrie Lee Gagnon  
Eric Gagnon  
Ben Kaiser  
Michael Chiu

\*may not be a complete list